

# Baird & Co Ltd



Baird & Co.  
Bullion Merchants  
Est. London 1967

## Supply Chain Due Diligence Statement 2024

## **Baird & Co Ltd**

Baird & Co Ltd (Baird & Co) is a Private Limited Company registered in England & Wales under company registration number 02269558. The company specializes in commercial services, including the refining of precious metals, sales and trading of precious metals, scrap buying, and the production of manufacturing materials and engineering products. With an international client base, Baird & Co provides products globally to approved regions.

### **1. Commitment to Ethical and Responsible Sourcing:**

The Board of Directors, management team and all employees of Baird & Co Ltd are committed to ensuring that all metals sourced by the Company are from legitimate, ethical sources, free from any association with crime, armed conflict, human rights abuses, or adverse ESG factors.

### **2. Compliance Standards:**

Baird & Co adheres to the following standards:

- LBMA Responsible Gold Guidance (version 9) (2021)
- LBMA Responsible Silver Guidance (2018)
- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas: Third Edition (2016)
- UK Modern Slavery Act (2015)
- UK Bribery Act (2010)
- OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions (1997) (2009) (2021)
- International Labour Organization (ILO) standards on Child Labour; Minimum Age Convention (1973), Worst Forms of Child Labour Convention (1999)
- EITI (Extractive Industries Transparency Initiative) Principles (2003)
- Responsible Jewellery Council Code of Practices (2019)

### **3. Due Diligence Processes:**

Baird & Co has implemented effective management systems and controls, ensuring due diligence processes that:

- Do not support fraud, corruption, or any other illegal activities.
- Maintain high moral and ethical business standards.

- Cultivate proper business relationships with all customers and counterparties.

#### **4. Supplier Standards:**

Baird & Co reserves the right to suspend or discontinue engagement with any suppliers who do not meet the established standards, even after attempts at risk mitigation have been made.

Baird & Co will not tolerate nor partner with any customer or counterparty involved with:

- forced or compulsory labour
- any form of torture, cruel, inhuman, and degrading treatment
- human rights violations and abuses
- war crimes, violations of international humanitarian law, crimes against humanity or genocide
- the worst forms of child labour

#### **5. Non-Tolerance Policy**

Baird & Co does not tolerate or partner with any customer or counterparty involved in:

- Forced or compulsory labour.
- Any form of torture, cruel, inhuman, and degrading treatment.
- Human rights violations and abuses.
- War crimes, violations of international humanitarian law, crimes against humanity, or genocide.
- The worst forms of child labour.

#### **6. Non-Support for Armed Groups**

Baird & Co will not facilitate or participate in indirect support to non-state armed groups through the extraction, transport, trade, handling, or export of minerals.

#### **7. Anti-Money Laundering and Bribes**

Baird & Co fully supports the effective elimination of money laundering and does not facilitate or participate in attempts to offer, promise, or demand bribes.

#### **8. Security Forces Engagement**

Baird & Co is committed to engaging security forces in accordance with the Voluntary Principles on Security and Human Rights, ensuring their role is solely to maintain the rule of law, safeguard human rights, and protect the mine site or transportation routes.

## **9. Protection of Vulnerable Groups**

Baird & Co supports efforts to engage with local authorities, international organisations, and civil society organisations to avoid or minimize the exposure of vulnerable groups, particularly artisanal miners, to adverse impacts associated with the presence of security forces on mine sites.

This statement reflects Baird & Co's unwavering commitment to ethical sourcing, compliance with international standards, and the protection of human rights and the environment throughout its supply chain.

### **APPROVAL FOR THIS STATEMENT**

**This statement was approved by the Board of Baird & Co Ltd on 2 February 2024 and it will be reviewed and updated annually.**